

COLLECTIVE AGREEMENT

Between:

**EDMONTON PRECAST OPERATION
GREATER EDMONTON MARKET
LAFARGE WESTERN CANADA
(A DIVISION OF LAFARGE CANADA INC.)**

AND

**THE UNITED BROTHERHOOD OF CARPENTERS
AND JOINERS OF AMERICA LOCAL 2010**

EFFECTIVE:

JUNE 1, 2017 – MAY 31, 2020

COLLECTIVE AGREEMENT INDEX

<u>Article</u>	<u>Description</u>	<u>Page</u>
	PREAMBLE	1
1	OBJECTS.....	1
2	DURATION OF AGREEMENT.....	1
3	RECOGNITION.....	1
4	SHOP STEWARDS.....	2
5	UNION SECURITY AND DUES CHECK-OFF.....	3
6	HOURS OF WORK AND OVERTIME.....	4
7	GENERAL PROVISIONS.....	6
8	HEALTH AND SAFETY.....	7
9	VACATIONS AND STATUTORY HOLIDAYS.....	8
10	LABOUR MANAGEMENT COMMITTEE.....	10
11	BEREAVEMENT PAY.....	10
12	SENIORITY.....	11
13	UNION DELEGATES.....	13
14	TERMINATION OF EMPLOYMENT.....	13
15	GRIEVANCE PROCEDURE.....	15
16	HEALTH AND WELFARE PLAN.....	16
17	PENSION PLAN.....	17
18	NO STRIKE OR LOCKOUT.....	18
19	SCHEDULE OF WAGE RATES, BENEFITS AND CLASSIFICATIONS.....	18
20	SAVINGS CLAUSE.....	24
	Letter of Understanding #1 "APPRENTICES".....	25
	Letter of Understanding #2 "ACCIDENT PREVENTION AND SAFETY RESPONSIBILITIES".....	26
	Letter of Understanding #3 "EMPLOYEE EVALUATION SYSTEM".....	29

PREAMBLE

Except where specifically stated to the contrary, any reference to the masculine gender or feminine gender, in the provisions of this Agreement, shall be considered to apply to all employees equally.

ARTICLE 1 – OBJECT

- 1.01 The object of this agreement, entered into as a result of collective bargaining, is to maintain a sound and satisfactory relationship between the Employer and the Union. It is the desire of both of these parties to work together harmoniously in promoting their mutual interest in the maintenance of the efficient operations in the Employer's premises, which is in the geographical jurisdiction of Local Union #2010.
- 1.02 The Union agrees to instruct its members and the Employer agrees to instruct its supervisors and the other personnel responsible for the administration of the Agreement. Both parties agree to respect each other's rights and to assume their obligations accordingly.

ARTICLE 2 – DURATION OF AGREEMENT

- 2.01 This Agreement shall be in the effect from June 1, 2017 up to and including May 31st, 2020.
- 2.02 If notice to bargain has not been given by either party, this agreement shall remain in full force and effect for such periods as specified by the Alberta Labour Relations Code.
- 2.03 Should either party wish to change, add to, amend or terminate this agreement, notice shall be given not less than sixty (60) and not more than one hundred twenty (120) days prior to the expiry date. Notice shall be given in writing to the other party by registered mail or personal delivery.

ARTICLE 3 – RECOGNITION

- 3.01 The Employer recognizes the Union as the sole collective bargaining agent for all Employees of the Employer at the

premises covered by Certificate 264-2005.

- 3.02 The Union recognizes that the Employer has the right to manage the affairs of its workforce, and to direct it working subject to the terms of this Agreement. Without limiting the generality of the foregoing and within the terms of this collective agreement, such Employer rights shall include the right to:
- (A) Maintain order, discipline and efficiency;
 - (B) Hire, promote or transfer any employee and for just cause remote, discipline or suspend any employee, or terminate the employment of any employee;
 - (C) Lay-off or take on any employee;
 - (D) Designate the work to be performed by the employees;
 - (E) Designate the time or times when an employee is to work;
 - (F) Determine the qualifications of any employee to perform any work;
 - (G) Determine the products, schedules of production, regular hours of work and shift requirements.

ARTICLE 4 – SHOP STEWARDS

- 4.01 The Union shall elect or appoint from the membership one (1) Steward per shift and they may have assistants where required and approved by the Company. All Shop Stewards have at least eight (8) months continuous employment with the Employer immediately preceding their election or appointment.
- 4.02 The Union will inform the Employer in writing of the names of the Shop Stewards within ten (10) days of their election or appointment.
- 4.03 The Shop Stewards shall act for the Union in all matters related to the Collective Agreement.
- 4.04 The Shop Stewards, after obtaining permission from their

own Foreman, which permission shall not be unreasonably withheld, shall be permitted to leave work for a reasonable time without loss of pay, in order to investigate and if possible, settle grievances between the Employer and the Employee.

- 4.05 In the event that the Employer's operations extend to shift work, the number of stewards shall increase to ensure there is a Shop Steward for each shift.
- 4.06 The Employer recognizes the positive role of Shop Stewards in promotion of labour harmony and as such they will be treated accordingly. The Business Manager or their appointee shall be notified at the time the Shop Steward is terminated.
- 4.07 The Employer will provide a bulletin board for the posting of Union Notices in each of the departments. Such notices shall only be posted by the authority of the Union Shop Stewards and shall be restricted to the announcement of Union meetings and notices agreed by the Manager.

ARTICLE 5 – UNION SECURITY AND DUES CHECK-OFF

- 5.01 All Employees who come within the terms of this Collective Agreement shall become members of the Union within fourteen (14) days from the date of their first employment.
- 5.02 All members of the union employed by the Employer shall maintain their union membership in good standing as a condition of employment.
- 5.03 Upon receipt of written authorization, signed by an employee, the Employer agrees that it will deduct from each employee's wages, the applicable initiation fee, assessments, monthly union dues and/or permit fee, each month as stipulated by the Union for all employee's employed under the terms of this Collective Agreement. The Employer will mail to the Union, a complete list with such deductions, no later than the fifteenth (15) day of the

month following the month that the hours were worked.

ARTICLE 6 – HOURS OF WORK AND OVERTIME

- 6.01 (A) The regular hours of work for “any shift” shall be eight (8) hours of work, forty (40) hours per week Monday through Friday. The foregoing shall not be construed as a guarantee of hours per day or per week but shall serve for the purpose of computing overtime.
- (B) When scheduling employees to day shift, the Employer will endeavor to give employees as much advance notice of any actual starting time changes as possible. The parties recognize that unforeseen operational requirements may result in short notice starting time changes, but every reasonable effort will be made to limit these situations.

- 6.02 (A) All Employees covered by this Agreement shall receive compensation for all overtime hours either before or after the Employee’s regular shift at a rate of one and one half times (1.5x) the standard rate of pay per hour for the first four (4) hours and two times (2x) the standard rate of pay thereafter. Hours worked in excess of eight (8) hours on Saturday and all hours worked on Sunday will be paid at two times (2x) the standard rate of pay per hour.

Daily overtime work may be required, however, where an employee notifies the supervisor within the first hour of their shift, that due to a legitimate reason, they cannot work overtime that day. In these cases, the employer may not require the employee to work the overtime.

- (B) When employees are directed to work on a weekend by the Employer, the Shop Steward and affected employees shall be notified no later than 12:00pm on the preceding Thursday whenever possible. The Employer may request volunteers for the weekend work at any time prior to the weekend.

- (C) In the event that overtime will continue longer than three (3) hours, the Employee shall be supplied with a suitable meal at the eleventh (11) hour of work and one half hour at the applicable rate to consume said meal. If no meal can be supplied, the employee shall receive a fifteen dollar (\$15.00) meal allowance. Note: The Company will not provide frozen meals except in cases of emergency.

6.03 Where it is necessary to schedule an "Afternoon and/or Night" shift, such shifts shall be worked on the following basis:

- (A) Shift work schedules shall be posted at least forty-eight (48) hours prior to the implementation of the schedule.
- (B) Shift work shall only be considered as such if a minimum of three (3) consecutive shifts are scheduled.
- (C) For the purpose of establishing overtime days these days shall be designated as "scheduled days off" on the posted shift schedule. The Monday through Friday workweek as outlined in 6.01 above shall not apply to shift workers.
- (D) Prior to implementing an "Afternoon and/or Night" shift schedule, the Employer will discuss the schedule with the Union.
- (E) If an Employee works more than one (1) straight time shift in any consecutive twenty four (24) hour period, that Employee shall receive the overtime rate until a break of eight (8) consecutive hours occurs.
- (F) "Day shift" shall be defined as any eight (8) hour shift starting between 5:00am and 9:29am. A Second shift shall be defined as any eight (8) hour starting between 9:30am and 5:59pm and a shift premium of one dollar and twenty-five cents (\$1.25) per hour shall be paid in addition to the regular rate of pay for the whole shift. A third shift shall be defined as any eight (8) hour starting between 6:00am and 4:59am and a shift

premium of one dollar and fifty cents (\$1.50) per hour shall be paid in addition to the regular rate of pay for the whole shift. The shift premium shall continue when overtime is worked but will not be calculated as overtime defined in Article 6.02.

- (G) The Employer maintains the right to change shift starting times during the week. However, when an employee's start time is changed by more than two hours without two (2) days notice, the employee will receive time and one half (1.5x) pay for the hours related to the change.

ARTICLE 7 – GENERAL PROVISIONS

- 7.01 The Employer shall maintain adequately heated lunchrooms and washrooms for the use of the Employees, which shall be kept in clean and sanitary conditions daily by the Employer. It shall also be required that each and every Employee is responsible for the cleanliness of these facilities.
- 7.02 Each employee shall be entitled to a lunch period of no less than thirty (30) minutes during his or her scheduled shift. Two (2) fifteen (15) minute rest periods shall be granted on each regular shift of eight (8) hours with an additional fifteen (15) minute rest period without loss of pay at the end of such shift when overtime is required in excess of one (1) hour. Where overtime is scheduled in advance the Employer will endeavor to provide the fifteen (15) minute rest period on or about the eight (8) hour mark. Where employees are required to work unscheduled overtime in excess of nine (9) hours employees will be given a fifteen (15) minute break on or about the eight (8) hour mark. Employees who are not able to take this break due to Employer scheduling, will be paid an additional fifteen (15) minutes at the applicable rate for the missed break.
- 7.03 Wages shall be paid every two (2) weeks before quitting time and not more than six (6) regular working days shall be withheld. Upon termination, wages will be paid in accordance with Section 24 of the Employment Standards Code.

- 7.04 Any employee called back to work shall receive a minimum of four (4) hours of work with pay at the established applicable rate of the Employee. Such minimum of four (4) hours shall also apply to Saturdays, Sundays and paid Holidays.
- 7.05 As part of the Company's Health and Safety policy, employees are required to wear proper safety footwear. The Company will pay each employee as part of his or her wages; fifteen cents (\$0.15) per hour to be used for the purchase of CSA approved safety footwear. This amount will be compounded for overtime to reflect that employees who work more hours wear out their boots more quickly. It is each employee's responsibility to ensure that they report for work wearing appropriate safety footwear.
- 7.06 The Company will supply all employees working outside in the elements, with winter jackets, head gear and gloves for use while working on site only. These will be available to employees as the weather/elements dictate. Employees will be permitted periodically to take this clothing home for cleaning with management approval and provided they are returned to the plant at the beginning of the employee's next shift.

ARTICLE 8 – HEALTH AND SAFETY

- 8.01 The parties hereto recognize the importance of Safety and Health provisions in the Plant for the protection of Employees and Company property. In this regard the Employer agrees to continually work towards the maintenance of safe working conditions.
- 8.02 The Employer and the Union agree that there shall be a plant safety committee for the Pipe Division. There shall be competent representation from the plant and the yard. This committee shall be chaired by the appropriate plant manager and shall meet on a regular basis.

An Employee unable to continue to work as a result of an

accident occurring during the working hours shall be paid for regular time lost on the day of the accident inclusive of shift differential, if any. Should such an accident occur when an Employee is working overtime on their scheduled day off, they shall be paid for the number of hours they were scheduled to work.

ARTICLE 9 – VACATIONS AND STATUTORY HOLIDAYS

9.01 Employees shall be paid for Vacations and Statutory Holidays on each pay period, according to the following schedule:

Years of Continuous Service	Percentage* of Pay [Vacation + Statutory Holidays]
0 – <2 years	8.4% [Four percent (4%) + four point four percent (4.4%)]
2 – 7 years	10.4% [Six percent (6%) + four point four percent (4.4%)]
7 – 17 years	12.4% [Eight percent (8%) + four point four percent (4.4%)]
17 + years	14.4% [Ten percent (10%) + four point four percent (4.4%)]

*All percentages outlined above are paid on gross earnings.

- 9.02 In addition to the percentages outlined above, employees with less than two (2) completed continuous years of employment with the Employer shall be entitled to take two (2) weeks of unpaid vacation.
- 9.03 In addition to the percentages outlined in 9.01 above, employees who have completed (2) continuous years of employment with the Employer shall be entitled to take three (3) weeks of unpaid vacation.
- 9.04 In addition to the percentages outlined in 9.01 above, employees who have completed seven (7) continuous years of employment with the Employer shall be entitled to take four (4) weeks of unpaid vacation.
- 9.05 In addition to the percentages outlined in 9.01 above, employees who have completed seventeen (17) continuous

years of employment with the Company shall be entitled to take (5) weeks of unpaid vacation.

- 9.06 Employees, who require more unpaid vacation than entitled, must make this request in writing.
- 9.07 The Employer shall make every effort to accommodate the Employee's request for vacation and it will not be unreasonably denied. However, in the event the Employer will reimburse any legitimate receipts for cancellation charges incurred as a result of the vacation change.
- 9.08 The following days shall be recognized as Statutory Holidays and shall be observed as days off without pay. In the event the Employer requires any Employee to work any of the following Holidays, they shall be paid at a rate of two times (2.0x) their straight time hourly rate for all hours worked.

New Years Day	Family Day	Good Friday
Victoria Day	Canada Day	Civic Holiday
Labour Day	Thanksgiving Day	Remembrance Day
Christmas Day	Boxing Day	

- 9.09 In the event that any of the Holidays listed above fall on a weekend, they shall be observed on the day(s) preceding or following the holiday(s) by mutual agreement between the Union and the Employer. No work shall be performed on Labour Day, except where safety to life and property make it necessary.

Where Canada Day or Remembrance Day fall during the week, the statutory holiday will be observed on the closer of Monday or Friday that week, and July 1 and/or November 11 will be regular workdays. If either of these statutory holidays falls on Wednesday, the statutory holiday will be observed on the Friday of that week. Should the Friday be a down day for the Pipe Plant, the following Monday will be designated as the down day.

- 9.10 Employees who transfer between the Pipe Plant and the Precast Plant will continue to maintain their vacation pay entitlement as per Articles 9:01 through 9:03.

ARTICLE 10 – LABOUR MANAGEMENT COMMITTEE

- 10.01 The Parties agree to meet quarterly (four [4] times per year) or at the special request of either party to review and discuss the following but are not limited to: promoting safety in the work place and the observance of the safety rules; improving production and efficiency; reviewing questions, concerns and suggestions of Employees. The Committee's mandate is to improve communication, co-operation and establish a good working relationship between the Employees and Management.
- (A) The Committee members shall consist of two (2) Employer designates and two (2) Employee designates for a total of four (4). The Parties shall have Co-Chairpersons who will alternate in presiding over meetings.
 - (B) The Committee shall not have jurisdiction over wages, or any matter of Collective Bargaining, including the administration of the collective Agreement.
 - (C) The Committee shall not have the power to bind, the Union, Employees or the Employer to any decisions or conclusions reached in their discussion.
 - (D) The Committee shall have the power to make suggestions to the Employees and the Employer with respect to its discussions and conclusions.

ARTICLE 11 – BEREAVEMENT PAY

- 11.01 (A) Employees who have completed their probationary period with the Company will be entitled to up to three (3) consecutive regularly scheduled days paid bereavement leave in the event of the death of an

immediate family member provided that such leave is taken within a seven (7) consecutive day period commencing from the date of death. The paid bereavement shall only include time lost from their regular schedule to a maximum of eight (8) hours per day.

- (B) For the purposes of Article 11.01(A), immediate family shall be defined as the employee's spouse, mother, father, children (including common-law and step-children), sisters, brothers, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandfathers, grandmothers and grandchildren.

ARTICLE 12 – SENIORITY

- 12.01 In all cases of promotion, lay-off and recall, the Employer will make its decision based on seniority and the employees' ability to perform the work. Where, in the Employer's opinion, ability to perform the work is relatively equal between employees, seniority shall be the deciding factor.

The Edmonton Precast Plants will have one (1) seniority list

- 12.02 The Employer shall provide the Union with a complete list of its Employees covered by this Agreement within fourteen (14) days of the signing of this Agreement. The Employer will further submit to the Union an updated seniority list every six (6) months. Additionally, within thirty (30) days after layoff, the Employer will provide the Union with a list of Employees who will not be recalled. Seniority list will also be posted in the lunchroom every six (6) months.
- 12.03 All vacancies and newly created positions shall be dated and posted for one (1) week on the bulletin board supplied for Union purposes. An Employee desiring the position must make application to the Employer within said week.
- 12.04 Employees will be considered to be on probation for a period of no more than four (4) calendar months of actual

time worked. Where the Company is unsure about an employee who is nearing the end of this four (4) month period, the probation period may be extended upon mutual agreement between the Company and the Union. Where employees are dismissed prior to the completion of their probationary period, the Union may request the reason from the Company and such reason will be shared verbally with the Union.

Seniority of each employee as covered by this agreement shall be established after the probation period has been met and shall count from the date of employment. Seniority shall be maintained and accumulated through:

- (A) Sickness or accident up to a maximum of six (6) months and then frozen until return to work;
- (B) Leave of absence authorized by the Employer;
- (C) Absence due to layoff.

*Authorized is defined as illness with a doctor's certificate or permission from their immediate supervisor.

12.05 An Employee shall lose their seniority standing and their name shall be removed from all seniority lists for any of the following reasons:

- (A) Voluntary termination of Employment;
- (B) Discharge for cause;
- (C) Nine (9) months absence due to lay-off;
- (D) Failure to reply within (2) working days after they have been notified to do so by the Employer by registered mail at their last known address and failure to report to work immediately after an additional three (3) working days. In the event that an employee is employed elsewhere at the time of recall, the total time period may be extended up to a maximum of

seven (7) working days so that the employee is able to provide sufficient notice to their employer;

- (E) Failure to return from an authorized leave of absence or sickness, when due.

ARTICLE 13 – UNION DELEGATES

- 13.01 Upon receipt of a request, in writing, the Employer may grant a leave of absence without pay to an Employee for purposes of attending as a delegate at official Union business. It being understood, that at no time shall such leaves of absence apply to more than two (2) Employees for a maximum of ten (10) working days. The request for leave must contain notice of leave of not less than fourteen (14) days.
- 13.02 The Union's Bargaining Committee shall consist of two (2) Precast employees plus the Union Business Representative. The above two (2) employees shall be granted time off with pay for the purpose of contract negotiations with the Employer.

ARTICLE 14 – TERMINATION OF EMPLOYMENT

- 14.01 (A) In the event of a temporary layoff due to a shortage of work, employees shall receive twenty-four (24) hours notice in advance of layoff except in cases of emergency. The Company shall notify the Shop Stewards of such layoffs. Where reasonable, the Company will provide more notice to the employees. Where the temporary layoff exceeds the maximum recall period of nine (9) months as prescribed in Article 12.05(C), the Employee shall receive termination pay in accordance with Article 14.01(C) below.
- (B) Temporary employees shall be given one (1) hour notice of layoff due to a shortage of work and the Employer shall notify the Shop Steward of such layoff.
- (C) In the event of a permanent layoff due to a shortage

of work, or a temporary layoff that exceeds nine (9) months in duration and results in the expiration of seniority rights, notice shall be given to the employee in accordance with the following schedule:

- (i) twenty-four (24) hours if the employee has been employed by the Employer less than three (3) months;
 - (ii) one (1) week if the employee has been employed by the Employer for three (3) months or more, but less than two (2) years;
 - (iii) two (2) weeks if the employee has been employed by the Employer for two (2) years or more, but less than four (4) years;
 - (iv) four (4) weeks if the employee has been employed by the Employer for four (4) years or more, but less than six (6) years;
 - (v) five (5) weeks if the employee has been employed by the Employer for six (6) years or more, but less than eight (8) years;
 - (vi) six (6) weeks if the employee has been employed by the Employer for eight (8) years or more, but less than ten (10) years;
 - (vii) eight (8) weeks if the employee has been employed by the Employer for ten (10) years or more.
- (D) The following steps shall be taken leading up to and concluding in termination of employment as a result of sub-standard job performance or employee conduct.
- (1) Verbal Counseling: discussion with the employee to ensure employee is aware of the standards required
 - (2) Written Warning: written copy presented to the employee with a copy to the Union Shop Steward.
 - (3) Formal Termination: written copy presented to the employee with a copy to the Union Shop Steward.

Steps 2 and 3 are disciplinary actions and require just cause. In the case of serious violations, the Employer may bypass Steps 1 and/or 2. Employees shall have Union representation before the beginning of any disciplinary meetings with their supervisor and such Union Representation shall attend the disciplinary meeting unless the employee waives this right by signing a Union representation waiver form.

Discipline given to employees who have maintained a discipline free record for a period of twenty-four (24) months will not rely on discipline given prior to the twenty-four (24) month period. However, all discipline will stay in the employee's record permanently and may be relied upon even beyond the twenty-four (24) month period where patterns can be established.

- (E) In the event of either a temporary or permanent layoff, or termination of employment, employees shall be provided with all required documentation within the applicable statutory time limits.

ARTICLE 15 – GRIEVANCE PROCEDURE

15.01 Difference

Any difference arising between the parties as to the interpretation, application, operation or alleged violation of this agreement, including any differences over the suspension or dismissal of an employee, and including the question as to whether the matter is arbitrable, shall be finally and conclusively resolved without stoppage of work in the following manner:

STAGE 1

The Shop Steward with the employee(s) shall first discuss the matter with the foreman/Immediate Supervisor or their

designate and shall try and resolve the matter within five (5) working days. Where the matter is not resolved in Stage 1, then:

STAGE 2

The matter shall be submitted in writing to the Operations Manager or their designate and the Human Resources Manager within five (5) working days of the end of stage 1. The Operations Manager shall meet with the Shop Steward and employee(s) within ten (10) working days upon receipt of the written grievance to resolve the matter. Should the matter not be resolved within five (5) working days at this stage, then:

STAGE 3

The written grievance shall be submitted within five (5) working days to the General Manager and Labour Relations Manager/Director for resolution. Should the matter not be resolved at this stage within fifteen (15) working days, then the matter may be submitted to Arbitration.

STAGE 4

The matter shall be referred to a single Arbitrator or where the parties so agree, to a Board of Arbitration of three (3) members. Where a Board of Arbitration is used, one (1) member shall be appointed by the Employer and one (1) by the Union. The third member, who shall be Chairperson of the Arbitration Board, shall be appointed by the parties' appointees. Should the parties' appointees be unable to agree on a Chairperson within five (5) working days of the appointment of the last appointed, the Chairperson shall be appointed by the Minister of Labour for the Province of Alberta.

ARTICLE 16 – HEALTH AND WELLNESS PLAN

16.01 The Employer shall contribute the amounts required by

the collective agreement to the Alberta Carpenters Health and Wellness Plan no later than the 15th day of the month following the month that the hours were worked with the report of particulars approved by the Trustees.

- 16.02 All monies owed by the Employer shall be deemed a trust for the benefit of the Employees.
- 16.03 The Trustees of the Plan shall with just cause be entitled to determine through audit if monies are owed and collect any monies due and owing. The Union may also grieve any non-payment.
- 16.04 The Employer shall not be responsible for any benefits provided by the Plan and shall only be responsible for contributions by the collective agreement.

ARTICLE 17 – PENSION PLAN

- 17.01 The Employer shall contribute the amount required by the collective agreement to either the grandfathered Alberta Carpenters and Allied Workers Pension Plan or the Company sponsored Pension Plan no later than the 15th day of the month following the month that the hours were worked.
- 17.02 All monies deducted by or owed by the Employer shall be deemed a trust for the benefit of the Employees.
- 17.03 The Trustees of the Alberta Carpenters and Allied Workers Pension Plan shall with just cause be entitled to determine through audit if monies are owed and collect any monies due and owing. The Union may also grieve any non-payment.
- 17.04 The Employer shall not be responsible for any benefit provided by either the Alberta Carpenters and Allied Workers Pension Plan or the Company sponsored Pension Plan and shall only be responsible for the establishment or administration of the said fund, the Employer's liability to

these plans shall be limited to contributions required by the collective agreement.

ARTICLE 18 – NO STRIKE OR LOCKOUT

- 18.01 Both parties agree to abide by the laws with reference to labour relations presently in effect which define that no Employer who is a party to a collective agreement shall declare or cause a lockout, and no Employee bound thereby shall go on strike unlawfully, cause a slow-down, sit-down or work stoppage during the term of his Collective Agreement. In the event of an unauthorized slow-down or work stoppage, partial or complete, the Union undertakes to co-operate with the Company to actively restore normal production.

**ARTICLE 19 – SCHEDULE OF WAGE RATES
AND CLASSIFICATIONS**

- 19.01 Each Employee shall be classified in the hereinafter-mentioned classification, which covers the work operation the employee performs for the Company.

Wages will be increased by 0.75% effective June 1, 2017, 1.75% effective June 1, 2018 and 2% effective June 1, 2019.

Classification	Base Rate	Safety Boots	Total Hourly Rate	Pension	H&W	Total Package Rate
Production Worker I (a)						
Current	\$21.40	\$0.15	\$21.55	\$0.75	\$1.00	\$23.30
June 1, 2017	\$21.56	\$0.15	\$21.71	\$0.75	\$1.00	\$23.47
June 1, 2018	\$21.94	\$0.15	\$22.09	\$0.77	\$1.00	\$23.86
June 1, 2019	\$22.38	\$0.15	\$22.53	\$0.77	\$1.00	\$24.31
Production Worker I (b)						
Current	n/a	n/a	n/a	n/a	n/a	n/a
June 1, 2017	\$22.58	\$0.15	\$22.73	\$0.79	\$1.00	\$24.52
June 1, 2018	\$22.97	\$0.15	\$23.12	\$0.80	\$1.00	\$24.93
June 1, 2019	\$23.43	\$0.15	\$23.58	\$0.82	\$1.00	\$25.40
Production Worker II (a)						
Current	\$23.42	\$0.15	\$23.57	\$0.82	\$1.00	\$25.39
June 1, 2017	\$23.60	\$0.15	\$23.75	\$0.83	\$1.00	\$25.57
June 1, 2018	\$24.01	\$0.15	\$24.16	\$0.84	\$1.00	\$26.00
June 1, 2019	\$24.49	\$0.15	\$24.64	\$0.86	\$1.00	\$26.50
Production Worker II(b)						
Current	n/a	n/a	n/a	n/a	n/a	n/a
June 1, 2017	\$24.50	\$0.15	\$24.65	\$0.86	\$1.00	\$26.50
June 1, 2018	\$24.93	\$0.15	\$25.08	\$0.87	\$1.00	\$26.95
June 1, 2019	\$25.42	\$0.15	\$25.57	\$0.89	\$1.00	\$27.46

Classification	Base Rate	Safety Boots	Total Hourly Rate	Pension	H&W	Total Package Rate
Production Worker III(a)						
Current	\$25.21	\$0.15	\$25.36	\$0.89	\$1.00	\$27.25
June 1, 2017	\$25.40	\$0.15	\$25.55	\$0.90	\$1.00	\$27.45
June 1, 2018	\$25.84	\$0.15	\$25.99	\$0.90	\$1.00	\$27.90
June 1, 2019	\$26.36	\$0.15	\$26.51	\$0.92	\$1.00	\$28.43
Production Worker III (b)						
Current	n/a	n/a	n/a	n/a	n/a	n/a
June 1, 2017	\$26.39	\$0.15	\$26.54	\$0.92	\$1.00	\$28.47
June 1, 2018	\$26.85	\$0.15	\$27.00	\$0.94	\$1.00	\$28.94
June 1, 2019	\$27.39	\$0.15	\$27.54	\$0.96	\$1.00	\$29.50
Tradesperson I						
Current	\$27.18	\$0.15	\$27.33	\$0.96	\$1.00	\$29.29
June 1, 2017	\$27.38	\$0.15	\$27.53	\$0.97	\$1.00	\$29.50
June 1, 2018	\$27.86	\$0.15	\$28.01	\$0.98	\$1.00	\$29.99
June 1, 2019	\$28.42	\$0.15	\$28.57	\$0.99	\$1.00	\$30.57
Tradesperson I (b)						
Current	n/a	n/a	n/a	n/a	n/a	n/a
June 1, 2017	\$28.36	\$0.15	\$28.51	\$0.99	\$1.00	\$30.50
June 1, 2018	\$28.86	\$0.15	\$29.01	\$1.01	\$1.00	\$31.02
June 1, 2019	\$29.43	\$0.15	\$29.58	\$1.03	\$1.00	\$31.61

Classification	Base Rate	Safety Boots	Total Hourly Rate	Pension	H&W	Total Package Rate
Tradesperson II (a)						
Current	\$29.12	\$0.15	\$29.27	\$1.02	\$1.00	\$31.29
June 1, 2017	\$29.34	\$0.15	\$29.49	\$1.03	\$1.00	\$31.52
June 1, 2018	\$29.85	\$0.15	\$30.00	\$1.04	\$1.00	\$32.05
June 1, 2019	\$30.45	\$0.15	\$30.60	\$1.07	\$1.00	\$32.66
Tradesperson II (b)						
Current	n/a	n/a	n/a	n/a	n/a	n/a
June 1, 2017	\$30.63	\$0.15	\$30.78	\$1.07	\$1.00	\$32.85
June 1, 2018	\$31.16	\$0.15	\$31.31	\$1.09	\$1.00	\$33.40
June 1, 2019	\$31.79	\$0.15	\$31.94	\$1.11	\$1.00	\$34.05
Tradesperson III (a)						
Current	\$31.68	\$0.15	\$31.83	\$1.11	\$1.00	\$33.94
June 1, 2017	\$31.92	\$0.15	\$32.07	\$1.12	\$1.00	\$34.18
June 1, 2018	\$32.48	\$0.15	\$32.63	\$1.14	\$1.00	\$34.76
June 1, 2019	\$33.13	\$0.15	\$33.28	\$1.16	\$1.00	\$35.44
Tradesperson III (b)						
Current	n/a	n/a	n/a	n/a	n/a	n/a
June 1, 2017	\$33.18	\$0.15	\$33.33	\$1.16	\$1.00	\$35.49
June 1, 2018	\$33.76	\$0.15	\$33.91	\$1.18	\$1.00	\$36.09
June 1, 2019	\$34.44	\$0.15	\$34.59	\$1.21	\$1.00	\$36.79

Classification	Base Rate	Safety Boots	Total Hourly Rate	Pension	H&W	Total Package Rate
Tradesperson IV						
Current	\$34.19	\$0.15	\$34.34	\$1.20	\$1.00	\$36.54
June 1, 2017	\$34.45	\$0.15	\$34.60	\$1.21	\$1.00	\$36.80
June 1, 2018	\$35.05	\$0.15	\$35.20	\$1.23	\$1.00	\$37.43
June 1, 2019	\$35.75	\$0.15	\$35.90	\$1.25	\$1.00	\$38.15

If new classifications are required and if any workers scope of work falls outside any of the classifications, the Company and the Union will meet and work out an appropriate classification and rate of pay.

- 19.02 New hires to the Production Worker I classification will be promoted to Production Worker II classification after nine (9) months, subject to a satisfactory performance appraisal.
- 19.03 The Employer shall contribute on behalf of each employee covered by the terms and conditions of this Collective Agreement to the Alberta Carpenters Health and Wellness Plan eighty cents(\$0.80) for each and every hour worked. This amount will increase to one dollar (\$1.00) effective June 1, 2015. The Company will deduct thirty-five cents (\$0.35) for each and every hour worked from each employee's pay and remit this amount to the above noted plan
- 19.04 The Employer shall contribute three point five percent (3.5%) of employee's base hourly rate, per hour for all hours worked including overtime hours at straight time rates, which will be applied to either the grandfathered Alberta Carpenters and Allied Workers Pension Plan or the Company sponsored Pension Plan. The Employees will have an equal amount deducted from their pay, which will also be applied to the pension plan.
- 19.05 Remittances for Initiations, Union Dues and Permit Fee (if applicable) shall be forwarded to Local Union 2010 located at 2626-23 Street NE, Calgary, Alberta, T2E 8L2 no later than the 15th of the month following the month that the hours were worked with a report of particulars approved by the Trustees.

Health and Wellness contributions and grandfathered Carpenters Local Union 2010 Retirement Contribution Trust Account contributions shall be sent to the Carpenters Joint Contribution and Dues Fund, who will be responsible for distributing the funds to the appropriate trust, plan or account.

Remittances for the Company sponsored Pension Plan will be sent directly by the Employer to the Plan Administrator,

as agreed to by the Union and the Company, for allocation to each member's account no later than the 15th day of the month following the month that the hours were worked with the report of particular approved by the trustees.

ARTICLE 20 – SAVINGS CLAUSE

20.01 It is not the intent of either party hereto to violate any laws or rulings or regulations of any laws or rulings or regulations of any governmental authority or agency having jurisdiction of the subject matter of this Agreement. The parties hereto agree that, in the event any provisions of this Agreement are held or constituted to be void or being in contravention of any such laws, rulings or regulations, nevertheless, the remainder of the Agreement shall remain in full force and effect and the parties by mutual agreement shall meet to negotiate new provisions to replace those held to be void.

Signed this 24th day of October, 2017 in the city of Edmonton

<p>For the Company:</p> <p>[Redacted Signature]</p> <p>Susan Davison Employee/Labour Relations Manager WCAN</p> <p>[Redacted Signature]</p> <p>Mark Pisani General Manager Edmonton Precast Operations</p>	<p>For the Union</p> <p>[Redacted Signature]</p> <p>Rick Orrell Business Rep</p> <p>[Redacted Signature]</p> <p>Allan Fry Bargaining Committee</p> <p>[Redacted Signature]</p> <p>Bart Coulter Negotiating Committee</p>
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Letter of Understanding #1

Between
Edmonton Pipe and Edmonton Precast Operations
in the Greater Edmonton Market
of Lafarge Western Canada
(A division of Lafarge Canada Inc.)
(the Company)

And

The United Brotherhood of Carpenters and
Joiners of America Local Union 2010
(the Union)

Re: Apprentices

When the Employer has requirements for apprentices in the Car-
penry and Welding trades, it will place a posting on the bulletin
board inviting existing employees to make an application for such
apprenticeship opportunities. The Employer will indenture the suc-
cessful candidates in their respective trades in accordance with the
Apprenticeship and Industry Training/Alberta Learning.

Signed this 24th day of October, 2017 in the city of Edmonton

For the Company:



Susan Davison
Employee/Labour Relations Manager WCAN



Mark Pisani
General Manager Edmonton Precast Operations

For the Union



Rtek Orrell
Business Rep



Allan Fry
Bargaining Committee



Bart Coulter
Negotiating Committee

Letter of Understanding #2

Between
Edmonton Pipe and Edmonton Precast Operations
in the Greater Edmonton Market
of Lafarge Western Canada
(A division of Lafarge Canada Inc.)
(the Company)

And

The United Brotherhood of Carpenters and
Joiners of America Local Union 2010
(the Union)

Re: Accident Prevention and Safety Responsibilities

Given the importance that the Company places on employee safety and accident prevention;

And

Whereas it is the intention of the Company in cooperation with the employees and their authorized representatives, to ensure that a safe workplace exists for all employees and that all reasonable steps are taken to prevent accidents, the parties agree to the following responsibility provisions:

Company Responsibilities:

- The Company shall supply and maintain safe equipment, ensure that workplaces are free of safety hazards, and comply with all applicable safety legislation and regulations.
- The Company shall ensure that all employees are properly equipped and trained to perform their assigned duties in a safe and hazard free manner.
- The Company shall establish and promote a Safety and Accident Prevention Policy that clearly outlines the expectations of all stakeholders.

- The Company shall establish and support a Joint Safety Committee whose prime objective shall be the safety of employees and the prevention of accidents in the workplace.
- The Company shall not require or force an employee to work in violation of applicable safety legislation or regulations.
- The Company understands that any actions on its part that violate applicable safety legislation and regulations will result in penalties under the law.

Employee Responsibilities:

- Employees shall observe all safety legislation, regulations and Company policies in the performance of their assigned duties at all times.
- Employees shall report any unsafe or hazardous conditions to the Company as soon as they become aware of the situation.
- Employees shall participate in all Company sponsored safety training initiatives and advise the Company of any concerns he/she may have about a lack of knowledge or expertise in the performance of assigned duties that could result in an unsafe workplace.
- Employees understand that they shall not be disciplined for an accident. However, if it is proven that an employee acted in a careless or negligent manner, or violated applicable safety legislation, regulations, Company policies or practices then such action shall be considered as just cause for disciplinary action up to and including dismissal.

Union Responsibilities:

- The Union shall promote and observe all safety legislation, regulations and Company policies.

- The Union shall ensure that employee representatives participate in the Joint Safety Committee initiatives of the Company.
- The Union shall support and promote safety training initiatives developed and implemented by the Company and ensure, to the best of its ability, that knowledge of industry best practices is shared with the Company and its employees.

Signed this 24th day of October, 2017 in the city of Edmonton

<p>For the Company:</p> <p>[Redacted Signature]</p> <p>Susan Davison Employee/Labour Relations Manager WCAN</p> <p>[Redacted Signature]</p> <p>Mark Pisafu General Manager Edmonton Precast Operations</p>	<p>For the Union</p> <p>[Redacted Signature]</p> <p>Rick Orrell Business Rep</p> <p>[Redacted Signature]</p> <p>Allan Fry Bargaining Committee</p> <p>[Redacted Signature]</p> <p>Bart Coulter Negotiating Committee</p>
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Letter of Understanding #3

Between
Edmonton Pipe and Edmonton Precast Operations
in the Greater Edmonton Market
of Lafarge Western Canada
(A division of Lafarge Canada Inc.)
(the Company)

And

The United Brotherhood of Carpenters and
Joiners of America Local Union 2010
(the Union)


Re: Employee Evaluation System


The parties recognize the importance of providing feedback to all employees. The company has implemented an evaluation system where an employee's performance is compared to a predetermined set of competencies and the expected level of performance for that particular classification. During these evaluations employees will have an opportunity to better understand how they are ranked. The following provides further details:

1. At least once every two (2) years employees will be provided with the opportunity to take part in a performance evaluation conducted by their respective supervisors.
2. Evaluations are to be conducted in the first quarter, for the previous two (2) years performance.
3. Evaluations which identify that the employee is above the expectations may result in the employee moving to the next classification.
4. The results of the evaluations are for feedback purposes and are not linked to negotiated annual increases within a classification.

Signed this 24th day of October, 2017 in the city of Edmonton

For the Company:


Susan Davison
Employee/Labour Relations Manager WCAN


Mark Pisafu
General Manager Edmonton Precast Operations

For the Union


Rick Orrell
Business Rep


Allan Fry
Bargaining Committee


Negotiating Committee